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Bureau Tackles Cutbacks



Bureau secretary Tim Davis

Scan asked departmental secretary **Tim Davis** to put the current cutbacks into perspective for us.

"The figures work this way. Our current (1978-79) budget is \$123.5 million. Before the Prime Minister announced the big cuts in August, a budget reduction of some \$3 million had already been imposed for the next fiscal year, with the impact falling directly on the census. Following the August announcement, we were advised that our budget for next fiscal year would be reduced by another \$13.5 million. So our base

budget for next year will be about \$107 million.

"I refer to the base budget because we will also recede some amount calculated to allow for salary revisions during the year. This adjustment will not directly affect the announced cutbacks, but it will help us to cope with some of the impact that inflation has on our payroll. All other aspects of inflation, such as increased costs of supplies, have to be recognized as further cut-backs to our total operation. The actual budget for next year will be lower than

this year's by some \$10 million."

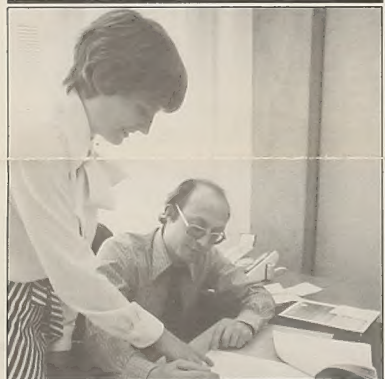
"This cut is in dollars. Our best estimate right now is that we will have 550 to 600 fewer man-years next year than we have this year."

Scan: Other departments named task forces to study how their cuts would be implemented. Did Statistics Canada appoint one?

"No. The executive committee is doing the job. As soon as the budget cuts were announced, the committee began holding

special meetings to establish policies and guidelines. The budget reduction is still the top priority subject as new information becomes available to allow more detailed decisions to be made. Information on the implications of specific cuts at the divisional level is coming in now, and the executive will examine this very carefully, particularly for inter-divisional repercussions.

"I'd like to point out also, that we will keep all employees advised as firm decisions are made."



Privacy co-ordinator **Mike Francino** and his assistant **Naomi Ridout** check a request for personal information.

How Will Staff Reductions Actually Be Implemented?

To find out how personnel reductions will be made **Scan** talked to **Bob Desramaux**, chief of the human resources section.

There are basically three steps involved. The first step is to translate the dollar cuts into the actual number of positions that must be reduced. This must be broken out by occupational group and level and by division. In addition, within each occupational group and level, subgroups of positions with essentially the same job responsibilities must be identified, and the necessary reductions will then be allocated among these subgroups. We hope to have this step completed early in October.

"The second step is to evaluate each employee in those subgroups which must be reduced against a standard criteria for the subgroup. These standard criteria will be similar to

the selection profile we use when we staff positions and will in fact be a statement of all qualifications and qualities that should be possessed by the ideal candidate for the position. The evaluations may be undertaken by the supervisors of the affected positions or by more senior personnel in a division. In either event, there will be close monitoring by our field personnel unit staff. We might also use tests or interviews but this has not been decided yet.

"I might add here that when we finalize our procedures, and have consulted with the unions, we will quickly provide detailed information to all employees."

"The third and final step is to advise those employees who, after evaluation, are surplus to requirements. Then we will undertake an intensive program of trying to place them in alternative positions either in the bureau or elsewhere in the public service. Currently we're aiming at notifying surplus employees by late November."

Scan: What about staffing action in the meantime?

"When the cuts were announced we stopped all staffing action. There were in fact 221 positions 'in the mill.' Some of these positions are in divisions affected by the cuts and now probably won't be filled. In



Bob Desramaux, chief of human resources section.

other cases however, vacant positions in both affected and unaffected divisions are critical and must be staffed. We would expect to fill many of them with Statistics Canada employees, thus creating vacancies elsewhere in the bureau. These vacancies in turn, will either be left vacant or, if possible, staffed internally to help reduce the number of layoffs."

Scan: How much will attrition help?

"This will be a major factor in our ability to minimize the ultimate impact of the cuts. In fiscal 1977/78 a total of 531 permanent employees left Statistics Canada — 275 between October 1, 1977 and March 31, 1978. Only 30% of these separations were as a result of employees moving to jobs elsewhere in the public service. It's (continued on page 2)

Peter Kirkham Asks for \$31 Average In 1978 United Way Campaign Kick-off

"When the Saints Come Marching In" filled east terrace of the R.H. Coats building at noon on Monday, September 18, as the Statistics Canada Performing and Related Duties Hot Jazz Society rallied the faithful to the United Way kick-off. That set the mood for emcee **Bob Desramaux's** humorous introduction of the Chief Statistician.

"These people and many others are working very hard on behalf of this year's United Way," **Peter Kirkham** said, "and we very much want you to become a part of our United Way team by making a contribution to the fund."

"This year our target is set at \$91,000, almost \$7,000 more than last year. Last year we exceeded our target by \$4,000 and I am confident that we can do so again — but not without your commitment and help."

In 1977, 62.6% of Statistics Canada personnel contributed an average of \$29.00 each. This year we would like to obtain an average of \$31.00 from each of 65% of the staff. If we achieve

this goal, we will reach our target of \$91,000.

"Please give what you can afford."

And so our campaign was launched — with a little fun, a lot of enthusiasm and a straight-from-the-shoulder challenge. **Bob Desramaux** and the bureau's United Way co-ordinator, **Piper-Jack MacKinnon** (kitts and all) carried on the levity and logic, and the band blasted into the cold wind with an athletic frenzy that wasn't equalled until our women's earth ball team took to the field two days later.

The kick-off show rose to a stirring finale as one and all joined in the singing of that traditional collection hymn "Is There a Nickel on the Old Bass Drum?" — which was obviously written in the good old days when a nickel was worth thirty-one 1978 Canadian dollars.

Hot jazz team

The musicians who encouraged United Way kick-off participants to stomp their feet and clap their hands were: **Gerry Fontaine** of production services

on trumpet, his son **Bob Fontaine** of business finance division on drums, **Bill Pearce** of information division on clarinet, **Gil Rozon** of census on guitar, and guest stars **Doug Arbuckle** of Department of National Defence on tenor sax and **Cal Calver** of the National Press and Allied Workers Jazz Band Inc. on electrified tuba. All appeared through special permission of the Ottawa-Hull Federation of Musicians.



Peter Kirkham

Earth ball a hit too

Perhaps the team spirit behind the bureau's United Way campaign was even more obvious in the earth ball tournament. First suggested by **Jack Hughes** of information division — whose September vacation in Europe took him out of the action — the event was expertly organized by **Terry Prest** of business survey methods division. Terry's invitation to CBC television's news crew quelled the most positive news coverage Statistics Canada has had in many months.

The tournament itself? Well, the Health and Welfare team never quite won a game, but they sure kept trying. Our "Team 1" (**Terry Kelly**, **Gib Labelle**, **Gary Mahoney**, **Mike Miller**, **Terry Prest** and **Denis Saulé**) rolled over Health and

Welfare but was floored by the determined efforts of our "Team 3" (**Melanie Donohue**, **Marion Grant**, **Linda Lanthier**, **Judy Patrick**, **Ruth St-John** and **Brigit Ziger**). When referee **John Hunton** blew the final whistle, it was our "Team 2" (**Derik Bright**, **Brian Cheeny**, **Michel Cossette**, **Verne Kaska**, **Bill Magnus** and **Kim O'Grady**) that Jack MacKinnon, piped up to Peter Kirkham to receive the winners' cheque of \$25 — endorsed to the United Way.

Of course there's an even bigger team of donors, canvassers, division captains, field managers and other officials digging in to push the bureau's campaign over the top. It's a team we can all score for — and help a lot of our neighbours who need to win a little.

Bureau Tackles Cutbacks

(from page 1)

likely that moves to other departments will be drastically reduced. However, the balance of the separations — some 70% or 192 persons — were employees who retired, found jobs in private industry or simply left the labour force, and there is no reason to expect that this rate will change. The bottom line is

that attrition will probably give us about 200 positions to work with.

Obviously there are many questions that cannot be answered yet. But in both interviews we were assured that all employees will be kept up-to-date as information becomes available.

Market Research Team Studies Statistics Users

For the first time, this issue of *Scan* brings you the top 10 bureau publications as rated by requests from our user advisory services offices across the country. The figures are a tiny sample of the information being gathered and analysed by the market research unit of the user advisory services division.

The unit was started in 1974 by its present head, **Maurice Massey**, who determines who uses our statistics, and how we can improve our services to those users.

"Most of our findings are qualitative rather than quantitative," says Maurice, "which means that we analyse a collection of opinions, suggestions and whatever limited figures we can get. Those 'top ten' publications' figures, for example, do not reflect sales through publications distribution unit or other channels, nor requests for publications from libraries — all of which would be needed for a quantitative study — but for our purposes they are useful indicators of trends in usage."

Market research officer **Gilles Larocque** and his assistant **Sonia Williams** carry out surveys among the users of the bureau's publications. The information they collect is mainly used to suggest improvements in the scope and quality of our output. Since their first study in 1974 into the usage (in Canada) of the *Canada Year Book*, they have arranged contact with 761 people in 501 organizations in 20 industry groups. Most of the actual interviews are carried out by regional advisors who find that these one-on-one sessions frequently make potential users

aware of information that they did not realize existed.

Mary Chailfoux compiles data like our "top 10 publications" based on public inquiries received by user advisory services regional offices. She prepares quarterly tabulations to advise management throughout the bureau on the types of information requested and the people inquiring.

Gerry Mason is conducting a major study into the dissemination of Statistics Canada information through libraries across the country, and is also involved in a number of ad hoc studies.

The most recent study completed by the unit was on *Perspective Canada II*. Currently they are working on surveys of users of census of agriculture publications, the two *How to Profit* booklets published for manufacturers and retailers; the *Canadian Statistical Review*; the *Statistics Canada Catalogue*; and by special assignment, the *Canadian Association of Business Economists*.

The unit is winding up a special consolidation of market research information by division, drawing on all the data available from all sources. Reports have been completed and passed on to merchandising and services division, health division, labour division, prices division, MAPID, and transportation and communications division, leaving only education and construction divisions' reports to be completed.

Our "top 10 publications" item is the only first feedback to be covered in *Scan*. Watch future issues for more interesting information on the use of your output.

scanline 6-2325

In response to the many calls about the lighting cutback, **Maurice Lacourcière**, chief of accommodation services explains that the one-light-per-fixture system saves far more power than the light-areas/dark-areas system. It is also much less costly to maintain as work stations are moved about. The resulting light level, 85 candlepower, is well within the Health and Welfare and Department of Public Works standards (40 to 90 candle power). Savings in the first six months are expected to cover the costs of rewiring to the new system, and we are advised that all other government buildings will be converted as we have been.

Jean-Paul Trudel has been appointed director general of systems and data processing branch. He was formerly director general of production in census field.

How's your second language holding out? If you would like to join a practice group, or if you are part of a group that would welcome more participants, call **Scanline 6-2325**.

Selected Canadian Statistics is well on its way to becoming one of our best-sellers. Unity Canada has placed "a first order" for 200,000 of the little booklets. (Copies are still available to employees at the reception desk, information division, 3rd floor, R.H. Coats building.)

No. The little white structure on the east terrace of the R.H. Coats building is none of the things various callers have guessed (VIP parking, snowmobile parking, emergency station in case Lorry cuts our water off, pigeon shelter). Actually it is a roof to keep water off the skylight that has proven unable to keep water out of the conference room. It has been strongly built to last as long as it takes for the designer, the installer and the Department of Public Works to decide who has to fix the skylight.

Interested in the history of the bureau? **Al Metcalfe**, who will soon be retiring after many years in the Toronto regional office, has a large box of items

that really should be preserved — including a few of the 1951 Census electrostatic pens that went dry a few days after the census, and had to be syringe-filled by regional office staff on an after-hours production line to maintain the goodwill of respondents.

Is anyone interested in collecting, cataloguing and perhaps eventually displaying such material? Call **Scanline 6-2325**.

You caught us completely by surprise with problems of filing the new *Scan* in three-ring binders. In case switch to manila folders does not solve your problem, we'll keep extra back copies in stock (3-C, R.H. Coats building) as will the library.

User advisory services' nine regional reference centres

Photo: Lori Victor



Have you wondered why **Rita Clayton** hasn't been answering the telephone when you call the *Statistics Canada Daily*? Christine is the answer — and she's not about to share her mother's time with you just yet.

handled 169,279 inquiries in 1977, 34% more than in 1976. The boost in service was achieved with only a 3% increase in staff.

The soccer play-offs never did happen. A combination of rainy weather and our team's winning ways apparently convinced the opposition to leave our champions unchallenged.

Anyone still on data stream who has not either up-dated or approved their record since May 1 should do so immediately. Non-responders are not considered in closed data stream competitions.

There's some interesting history of the bureau in the new book *A Canadian For All Seasons* by John A.B. McLeish. It is the story of **John E. Robbins**, who rose from "chief clerk" of the education branch in 1930 to director of the education director under Dominion Statistician **R.H. Coats** in 1935. His whole career is well worth reading about.

David Lester and **Paul Reid** of justice division wonder if there are any more ham radio operators in the bureau who would like to get together occasionally to talk shop. Call Dave or Paul at 5-0855, or **Scanline 6-2325**.

Debora Day of CANSIM and her husband Robert became the proud parents of Christopher (8 pounds, 1 ounce) on September

What happened to all the calls we were getting about retirements, births and marriages? Don't leave it to someone else — phone **Scanline 6-2325**.

Help the Handicapped

The government recently launched its program to identify and eliminate employment barriers for the handicapped. Personnel practices, architectural problems, negative attitudes, lack of technical aids and transportation are prime targets.

What classifies a person as handicapped or disabled? Treasury Board is preparing guidelines that will include mobility, vision, hearing, speech and dexterity problems; epilepsy;

and permanent mental limitations.

In Statistics Canada, all employees — especially those who are handicapped — are urged to help identify problems and develop solutions. All information will be kept confidential. Please contact **Judy Patrick** of human resources section, 5-H, R.H. Coats building (6-7784) or **Bill Hunt** of information division (6-2229) or call **Scanline 6-2325**.



You can't keep regional advisors posed when they get their first look at a revised bureau publication. Shown from left to right are:

Seated: **Doreen Lawrence** (from Regina); **Mike Williams**, Toronto; **Gail Lenoski**, Vancouver; **Bill Pawluk**, Edmonton; **Dave Courtney**, St. John's; and **Cathy MacNutt**, Regina. Standing — **Doug Newson**, Ottawa; **Denis Boudreau**, Montreal; **Gerry Finn**, Toronto; **Frank Jasperse**, Edmonton; **Paul Figue**, Montreal; and **André St. Jacques**, Montreal.



Regional directors meet frequently in Ottawa with field division director **Joe Konzuk**. Shown above in a recent meeting are (left to right): **Al Metcalfe**, (Toronto); **David Rushton**, (Vancouver); **Jerry Page**, (Edmonton); **Bob Potvin**, (Ottawa); **Joe Konzuk**, (St. John's); **Stan Howell**, (Winnipeg); **Paul Baril**, (Montreal); **Wes Hutchings**, (St. John's) and **Kevin Power**, (Halifax).

OUR TOP 10 FOR 1977

Title	Times requested
C.P.I. Publications	33,386
The Labour Force	6,166
Employment Earnings & Hours	3,163
Imports by Commodities	2,516
National Income & Expenditure Accounts	2,118
Industry Price Indexes	2,089
Catalogue of Publications	1,470
Retail Trade	1,207
Canadian Statistical Review	1,119
Income Distributions by Size in Canada, Preliminary Estimates	965

Here are the 10 most requested publications, as reported by our user advisory service centres from coast to coast.

recreation sports · social

Statistics Canada's Athletes Enjoy Competing in Ottawa's Own Olympics

Our people were great at the Olympics! No, not at Montreal — at Mooney's Bay on September 10. It was the businessmen's and women's Olympics, and although some of the athletes competed for the first time in many of the events we had enough winners to chalk up 238 points and rank eighth among all the area's teams.

Geraldine Nelson came first in the intermediate women's 400 metre race, first in the javelin throw, second in the 800 metres and second in the long jump. **Kim "Grizzly" O'Grady** heaved out first-prize tosses in the junior javelin and shotput. **Linda Harrison** came second in both the junior 1500 metres and 3000 metres. **Greg Layhew** won another second in the intermediate men's 800 metres, and thirds were chalked up by **Russ Page** in the intermediate 800

metres, and by **Brian Harrison** in the junior 3000 metre run.

Also right in there having a lot of fun were: **Micheline Bigras** (100 metres, 400 metres and javelin); **Sean Burrows** (100 metres, long jump and javelin); **Brian Cheney** (3000 metres, 5000 metres, shotput and javelin); **Bob Tate** (3000 metres, 5000 metres and high jump); and **Mike Thompson** (100 metres and shotput). The only Statistics Canada representative from Tunney's Pasture event was **Bob Staveley** from transportation division, who competed as an experienced independent in the javelin throw, but spent a good part of the day helping members of the No. 8 building team perfect their techniques.

The driving spirit of our team was perhaps best expressed by some people who did not win anything. **Lie Vern Kawka** who picked up a javelin for the first time in his life and promptly threw it right out into pay-dirt — unfortunately wrong-end first. (From then on his free-wheeling style was cramped by such academic technicalities as which end is which.) Then there was **Sue Bloscope** who was so conscientious as an official that she didn't stop to eat, even when her officiating daughter, **Sherry**, stomped off and bought food for her. And **Louise Saucier** set an impressive example as a back-up official, even though she never got a chance to officiate — she just hung in

there all day, in spite of the rain, in case she might be needed.

Last year **John Dextrax** charged into first place in the junior 5000 metres race, **Russ Page** brought home a second in the junior 3000 metres and a third in the 1500 metres, **Geraldine Nelson** chalked up seconds in the intermediate 400 metres and 1500 metres along with a third in the 3000 metres, and **Herb Monck** rushed into third place in the senior 3000 metres.

Next year the team will be located in Timney's Pasture, and they're hoping more of us will join in (watch *Scan* for a reminder). As our reporter **Sean Burrows** said, "We didn't field a single competitor in the senior 100 — 48 years old or masters (50 and over) events, so we were lucky to come in eighth — it would be great to put a full team in there next year."



Triple winner **Geraldine Nelson** (photoscan) Photos: Sean Burrows



Micheline Bigras (number 2948) nearly came third.

Rumour Mills Grind On

Security chief **Gary Wright** passed on the following unclassified document which he had received from a friend in Winnipeg:

Director's Staff Meeting

"Tomorrow afternoon at about 1500 hours, Halley's Comet will be visible in the area, an event which occurs once every seventy-five years. Employees who wish to witness this phenomenon should assemble on the quadrangle in front of Headquarters and a representative of DSD&T will explain it to them. In case of rain, we will not be able to see anything of course. In that instance, interested personnel may see films of it in the auditorium."

Directorate Staff Meeting

"By order of the director, tomorrow at 1500 hours, Halley's Comet will appear above the quadrangle in front of Headquarters. If it rains, employees should assemble in the auditorium where the rare phenomenon will take place, something which occurs only once in 75 years. DSD&T will film it."

Office Staff Meeting

"DSD&T has arranged for the phenomenal Halley's Comet to appear in the Auditorium at 1500 hours tomorrow in case of rain on the quadrangle, the Director will speak to all employees, something which occurs once every 75 years."

Women's Ball Hockey League Starting

Led by **Melanie Donoghue** of consumer income and expenditure division a group of our athletes are launching a women's ball hockey league within Statistics Canada.

They are aiming for 6 teams, with a total of 90 players.

The cost of ice and referees will be covered by a \$10 fee per player, but registrations are needed immediately so that facilities can be reserved for a January start.

To register, call **Melanie** at 6-4519 or 6-5960, or call **ScanLine** 6-2325.

Division Staff Meeting

"Tomorrow at 1500 the Director will appear in the auditorium with Halley's Comet, something which happens once every 75 years. If it rains, the DCI will order the comet onto the quadrangle in front of Headquarters."

Branch Meeting

"When it rains tomorrow at 1500 hours, the phenomenal 75-year-old Dr. Halley, accompanied by the DCI, will drive his comet around the quadrangle in front of the auditorium."

Rumor Mill

"Some guy named Halley, who parks his old comet in front of Headquarters, is going to be named the new Director tomorrow at 3 o'clock meeting in the auditorium. I think he's got some connection with DSD&T."

WASHINGTON (AP) INFORMED SOURCES IN THE INTELLIGENCE COMMUNITY REPORTED TODAY THAT A SHAKE-UP OF TOP CIA LEADERSHIP IS PLANNED BY THE WHITE HOUSE. A LEADING SCIENTIST IS EXPECTED TO BE NAMED.

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\$175 in prizes
for Scanworthy photos
for information call
ScanLine 6-2325



Kim "Grizzly" O'Grady, Mike Thompson and Brian Cheney take a breather between events.

Our Volleyball Teams To Play in Local Leagues

This year Statistics Canada will have teams in the Ontario Volleyball Association's local men's and women's leagues.

Organized by **Fran Bourguignon** of information division, the women's team will begin Sunday night practice sessions at the RA gym at 6 p.m. on October 15. They will have the benefit of expert coaching by **Bernard Paré**, a member of Ottawa's top men's team, whose volleyball skills earned him an invitation to join Canada's national team.

Starting on October 30, resident in uniforms provided by their sponsor, Kott Lumber, our gals will compete in the women's "B" league every Monday night at the Jewish Community Centre. Along with **Fran** will be: **Lorna Braden**, **Nancy Dagenais**, **Melanie Donoghue**, **Colleen Fox**, **Marion Grant**.

Vicky Hebert, **Judy Patrick**, **Lyne Roberts**, **Carol Ross** and **Diane Weisenberg**.

Anyone else interested in joining the team should call **Fran** at 6-0569 (or **ScanLine** 6-2325) as soon as possible.

Meanwhile, **Mike Negroski** of MAPID has built our men's team to nine members — he promised to have the spelling of all the names right in time for our next issue. They have had two practices so far, and will be competing for a spot in the men's "B" league in a tournament on the weekend of October 14. Mike reports that some of the newcomers are so strong and experienced that now the team's chances of placing are very good.

There is still room for a few good players — call **Mike** at 2-3297, or **ScanLine** 6-2325.

Bureau Preparing to Launch International Year of the Child

How can we give disadvantaged children a better start in life?

"We hope to find answers to this question by co-ordinating world-wide efforts in 1979, the International Year of the Child," says **Statistics Canada's IYC** representative **Jo Hauser**, director of health division. "And we also hope to create a level of public awareness that will foster improvements."

Along with his IYC assistant **Christine Frye** of vital statistics and disease registries section, Jo has been meeting regularly with his counterparts in other departments, and with other directors within the bureau to establish **Statistics Canada's** role in this international project.

"Naturally," the bureau is expected to provide statistics," Jo points out. "Hard facts are needed, for example, to indicate whether our health care, educational and judicial systems are serving the best interests of children in general and disadvantaged children in particular."

And, although no extra funds

are available for special studies, the bureau is finding ways to produce valuable statistics on children.

■ **Suzanne Forley** of the office of the senior advisor on integration will feature one or more chapters on children in *Perspective Canada III*.

■ **Home Nursing Services** (The Victorian Order of Nurses for Canada) 1977 will have a special section on home care visits for children, prepared by **Sheena Lee** of health division.

■ **Luce Charbonneau** of health division will publish a special section on children's health statistics in a new résumé of Canadian health statistics; and

■ **Chris Frye** is writing a series of feature articles related to children for the *Canadian Statistical Review*.

"There may well be considerable relevant data in file cabinets that could be utilized with imagination," says Jo. With questions or suggestions, call Jo at 5-0780 or **Chris Frye** at 5-9593.

Job Evaluation Courses

the
whats, whys and hows
of
job classification
and
job description writing
2 1/2-day courses
for all interested employees

for details, call
Training Section, 6-0448

Equal Opportunities for Women Noon Program

Oct 17 **Jenny Podoluk**, director general of household statistics branch, will speak about the work of the branch.
Oct 27 **André Castonguay** of staff relations will discuss management rights.
Nov 10 **Jane Angus**, of justice statistics division, will speak about the work of the division.
Boardroom in the basement of the R.H. Coats Building. Everyone welcome.



Statistics Canada
women's
ball hockey
league
forming immediately

contact **Melanie Donoghue**
6-4519 or 6-5960

